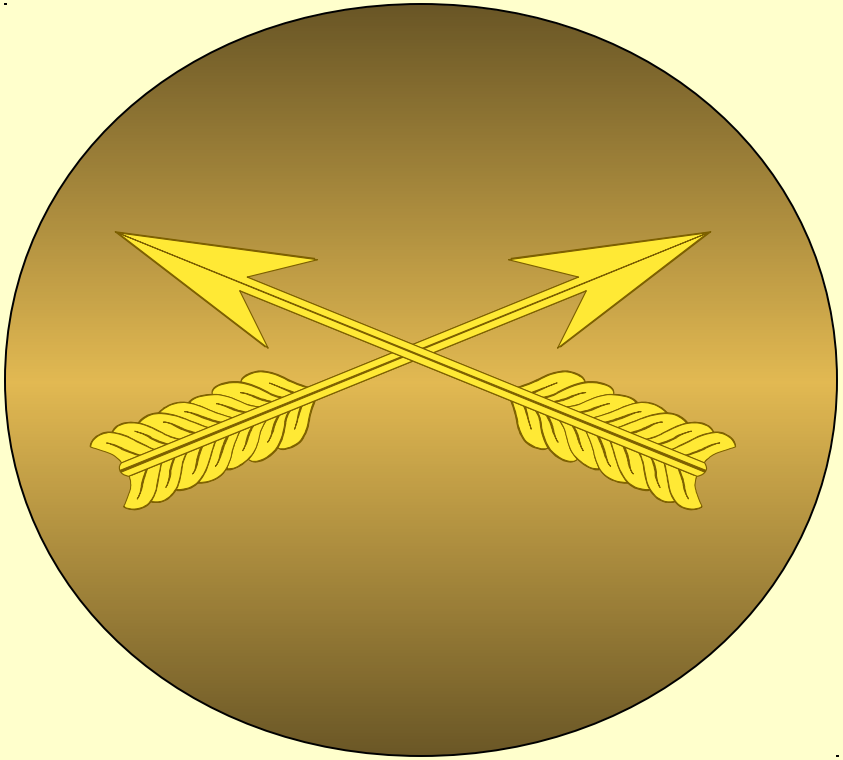
CMF 18 Special Forces
Proponent Guidance



CSM, SGM, and USASMA

CY04 Selection Board

Special Operations Proponency Office

Special Forces Mission

Career Management Field (CMF) 18, the Special Forces (SF) contingent of the Army's Special Operations Forces (ARSOF) employs SOF during peacetime, conflict, and war in support of Theater Commanders. SF performs 7 primary missions: Unconventional Warfare (UW), Foreign Internal Defense (FID), Direct Action (DA), Special Reconnaissance (SR), Combating Terrorism (CBT), Information Operations (IO), and Counter Proliferation (CP). Additionally, Special Forces soldiers conduct mission-related collateral activities, which include support to coalition operations, personnel recovery in support of combat search and rescue, counter-drug operations, counter-mine operations, security assistance, and humanitarian assistance. Special Forces missions are inherently joint in concept and execution, often combined, and may be part of a broader interagency operation. SF often work in a combined arms role with other ARSOF, to include Psychological Operations (PSYOP), Civil Affairs (CA), Special Operations Aviation (SOA), and Rangers. SF are typically deployed as small units in permissive, uncertain, and hostile areas far from logistics support bases, in support of theater operations which often involve serious geopolitical implications. In their doctrinal role as Unconventional Warriors, Special Forces operations are often conducted *through, with, or by* "surrogate" or "third party" forces.

CMF 18 MOSes

Enlistment: Initial Accessions Program (IAP) / “Off-the-Street” Recruits

18X--Special Forces Trainee (MOS Unassigned)

Core: All In-Service Recruits and IAPs feed core MOSes.

✓ 18B--Weapons Sergeant

✓ 18C--Engineer Sergeant

✓ 18D--Medical Sergeant

✓ 18E--Communications Sergeant

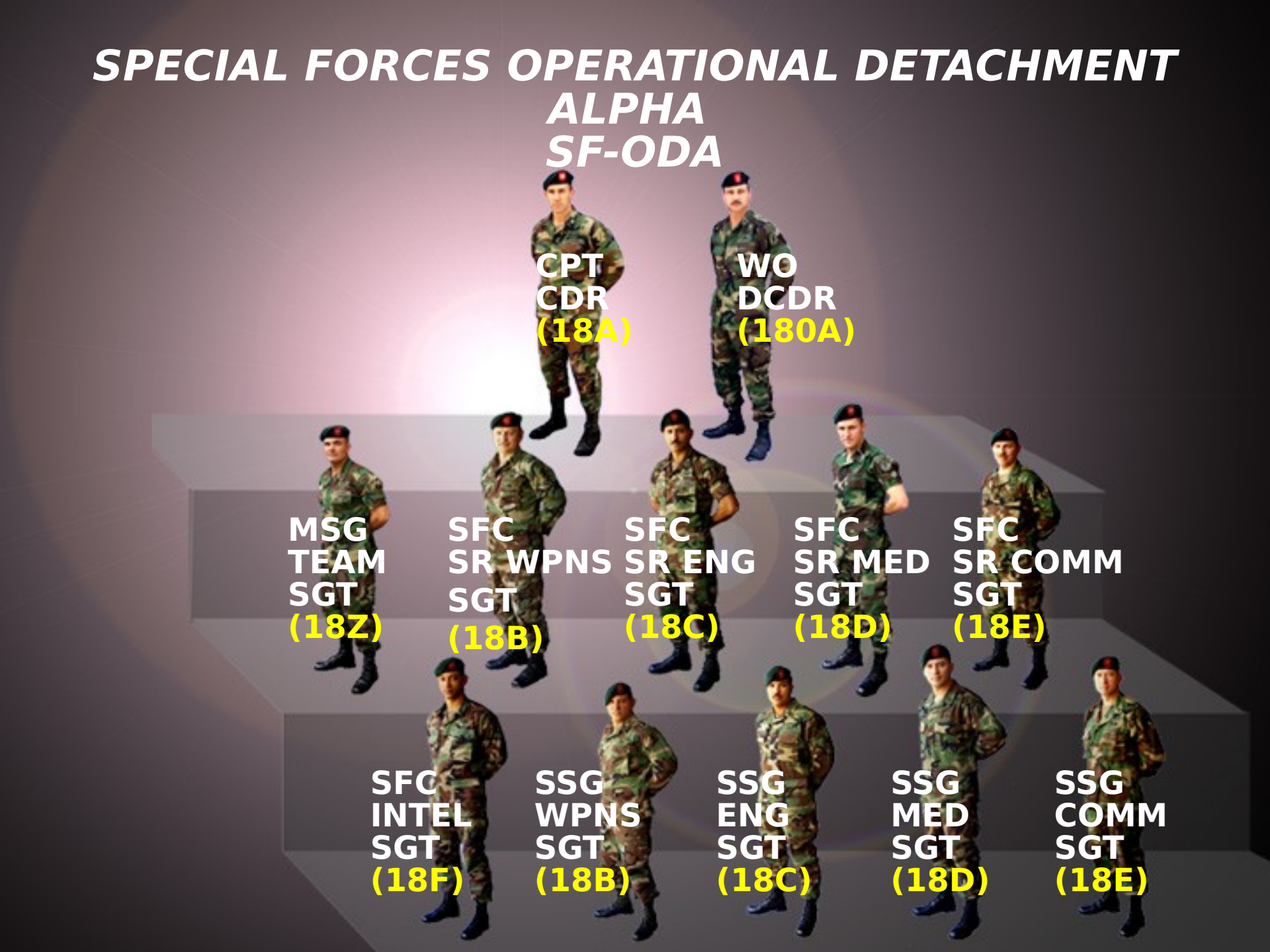
Special: Skill Level 4 only. Core MOSes feed.

✓ 18F--Intelligence Sergeant

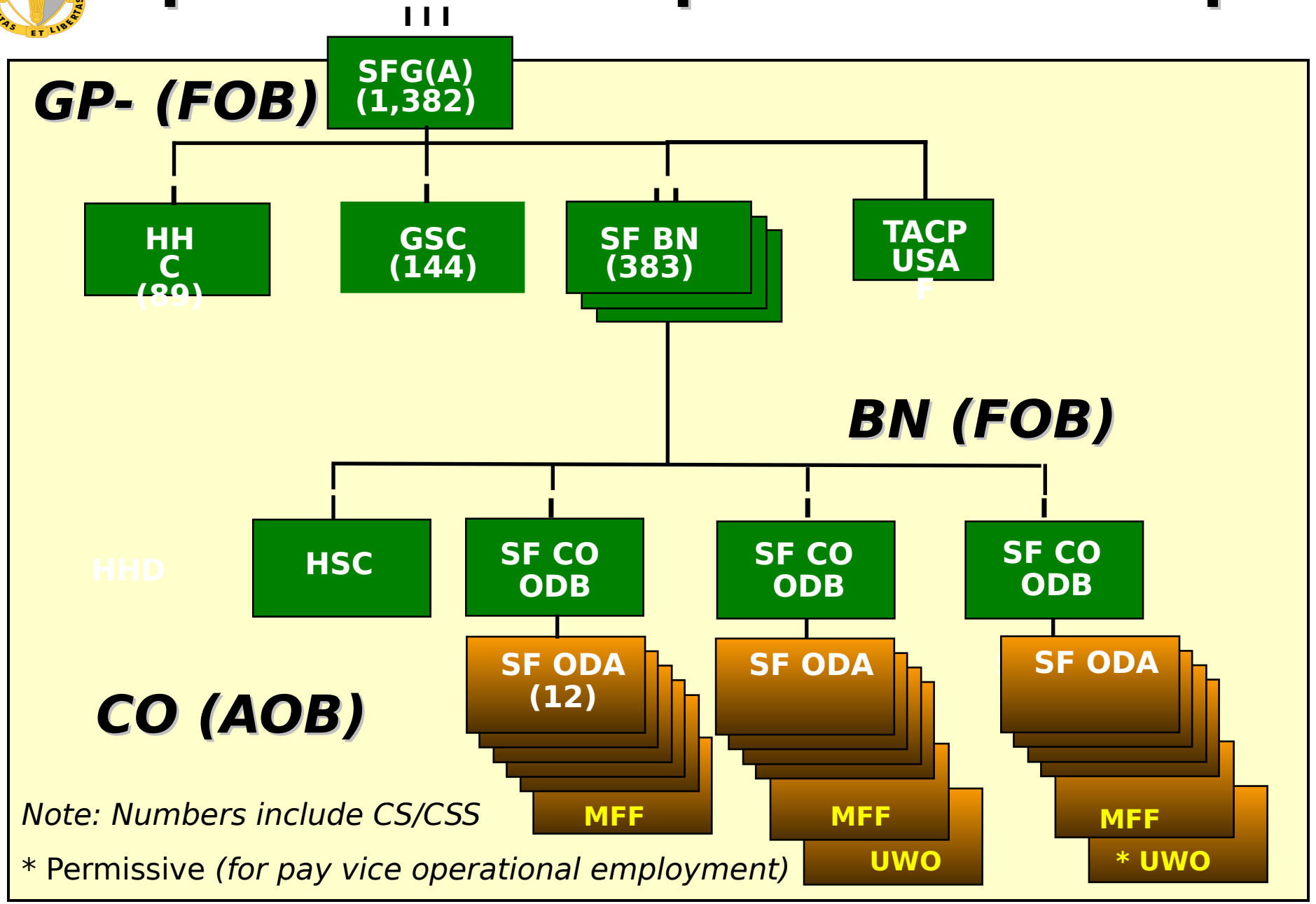
Senior: All CMF18 MOSes feed. (18F ***not*** required for 18Z eligibility)

✓ 18Z--Senior Sergeant (Team SGT, Operations SGT, Company SGM, Operations SGM)

SPECIAL FORCES OPERATIONAL DETACHMENT ALPHA SF-ODA



Special Forces Operational Group



Note: Numbers include CS/CSS

* Permissive *(for pay vice operational employment)*

Unique MOS Characteristics

Overview

- The majority of *4585 enlisted authorizations in CMF18 are within a **Special Forces Operational Detachment/SMU Team.**
- Overall, 83% of CMF18 auths are in operational assignments.
- Special Forces NCOs spend the majority of their SF career in an Operational Group or SMU
- Senior NCOs can expect to do a minimum of one staff rotation within an SF Operational Group (CO/BN/GP) and one TDA assignment (outside the SF GP) in a typical career.
- A healthy mix of Operational vice Staff assignments is 2/3 - 1/3 mix.

* UAD 0404

Unique MOS Characteristics cont.

Total Enlisted & MSG Authorizations by Position

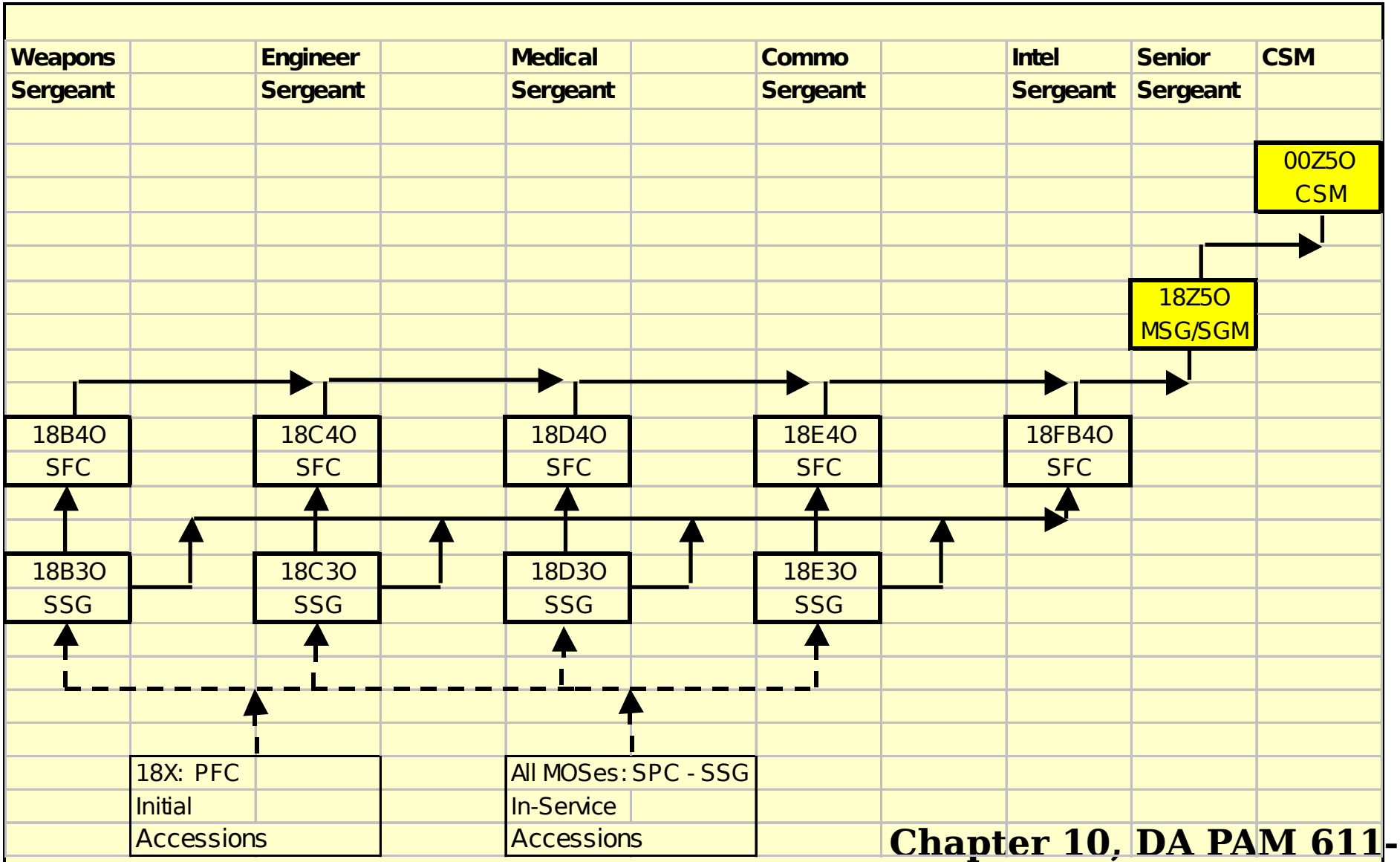
- ✓ **Total Force - TOE vice TDA Assignments**

Special Forces Operational Detachment	2700	58.9%
Special Forces Company HQ	225	4.9%
Special Forces Battalion HQ	270	5.9%
Special Forces Group HQ	105	2.3%
DASR	400	8.7%
Civil Affairs	88	1.9%
Special Assignments (TDA)	797	17.4%
Total	4585	100.0%

- ✓ **MSG Assignments -TOE vice TDA Assignments**

Special Forces Operational Detachment	270	45.0%
Special Forces Company HQ	45	7.5%
Special Forces Battalion HQ	45	7.5%
Special Forces Group HQ	35	5.8%
DASR	152	25.3%
Civil Affairs	7	1.2%
Special Assignments (TDA)	46	7.7%
Total	600	100.0%

CMF CAREER PATTERN



Chapter 10, DA PAM 611-2

18Z5O MOS DESCRIPTION

10-78 DA PAM 611-21. 18Z--Special Forces Senior Sergeant
Major duties. (MOS18Z50) Supervises, instructs and serves as the senior enlisted member for Special Forces activities. Trains and maintains proficiency in all major duties associated with Special Forces. Performs administrative, operational and training duties during tasks organization of the ODA in mission preparation (isolation) and during operations. Performs joint, interagency, multi-national, combined, and coalition planning; and supervises operations for higher headquarters, major commands and joint commands. Performs senior leadership, staff, and training functions within Special Forces. Performs duties associated with SQI "H (8)", "D", "M", "P", "D", "V", and "W".

Special Qualification Identifiers (SQI)
8--Instructor (add 0504)
H--Instructor (del 0609)
D--Civil Affairs Operations (Active Component Only)
M--First Sergeant
P--Parachutist
V--Ranger Parachutist
W—SFARTAETC Special Forces Advanced Reconnaissance, Target Analysis, and Exploitation Techniques Course

Additional skill identifiers.(ASI)
B3--Advanced Army Competitive Shooter.
P5--Master Fitness Trainer.
S6--Special Forces Combat Diving, Supervision.
W7--Special Forces Underwater Operations.
W8--Special Forces Military Free Fall Operations.
W9—Special Forces Free Fall Operations and Underwater Opns.
2B--Air Assault (personnel only).
2S--Battle Staff Operations (skill level 3 and above).
4A--Reclassification Training.
5W--Jumpmaster (personnel only).
6T--Military Auditor (Reserve Component personnel only).
W3—Special Forces Target Interdiction Operations. (personnel only).

Project Development Skill Identifier (PDSI)
D5—Advanced Special Operations Techniques / USAJFKSWCS Trained (approved 0104) (personnel only).
D5B—Advanced Special Operations Techniques (approved 0104) (personnel only).

Special Operations Proponency Office

18Z5O SGM/CSM
Duties and Responsibilities

To be considered eligible for selection for promotion to SGM, MSGs must successfully serve no less than 24 months as an SFODA/SMU Team Sergeant

- **SF SGMs / CSMs serve in the following positions:**

✓ Staff/Senior Operations SGM at SF Battalion/Group through Unified or Joint Command HQs
✓ Company/Troop SGM (The critical assignment for a SGM)
✓ CSM at SF Battalion/Group through the MACOM
Note: Certain SMU Team Sergeants are E9 authorized positions. This is based on level of responsibility and retention of skills, not the "traditional people, money, equipment" model.

- **SF SGMs serve in a variety of other challenging assignments to include:**

✓ USAJFKSWCS, SOCORD, SOTSE, DTRA, USASMA, JRTC, EO, and ROTC

- **Duties of a CMF 18 SGM:**

✓ SF Company/Troop SGM. The 18Z Sergeant Major is the senior NCO at the Special Forces Company or Special Mission Unit (SMU) Troop/Squadron. The Special Forces Company is comprised of six-12 man SFODAs and a nine man SFODB or Company headquarters responsible for planning, coordinating, and supporting the full range of SF operations across the spectrum of conflict. When deployed, the SFODB is usually augmented with additional personnel and/or

18Z5O MSG Assignments

- **SF NCOs serve the majority of their careers on a Special Forces Operational Detachment (SF-ODA) or in a Special Mission Unit (SMU).** CMF 18 MOSs (B, C, D, E, and F) feed 18Z, Team (Operations) Sergeant. To be considered eligible for selection for promotion to SGM, **MSGs must successfully serve no less than 24 months as an SFODA/SMU Team Sergeant**. When evaluating Team Sergeant time to determine overall experience and potential for promotion, consider consecutive, cumulative service in that position toward the 24 month minimum. In other words, SFCs who were promoted to MSG <u>while serving</u> as the Team Sergeant should be given credit for the <u>entire period</u> of 18Z5 service provided there was no break (<u>consecutive service</u>). In addition to Team Sergeant, successful MSGs may serve in a variety of additional positions as listed below:

✓ First Sergeant
✓ Staff Operations (ODB to Theater Level)
✓ USAJFKSWCS/SMU Senior Instructor
✓ USAJFKSWCS/SMU Cadre Team Sergeant
✓ JRTC/CTC Senior Observer/Controller
✓ CMF 18 Branch/Proponent Career Manager
✓ ROTC Advisor. (Note: Many CMF18 ROTC billets are coded SFC but are filled only with MSGs; this should not detract from the promotion potential of an otherwise fully qualified NCO)
✓ CA BN Operations Sergeant
✓ Special Mission Units. SMU Team Sergeant positions must be viewed as equivalent to that of an SFODA. It is not uncommon for an NCO to serve most or all of his operational time in a SMU. For this reason, their career pattern may not follow the conventional SF model and should not detract from their eligibility for promotion. Additionally, certain SMU MSGs will not serve as Team Sergeant at the grade of MSG. Make allowances as appropriate to the 24 month standard for service in other leadership positions when evaluating these soldiers.

Key MSG Positions

In addition to a minimum of 24 months of successful Team Sergeant time, significant leadership opportunities are available. Special consideration should be given for exceptional performance in the following positions:

- ✓ First Sergeant
- ✓ Staff Operations (ODB to Theater Level)
- ✓ CMF 18 Branch Manager
- ✓ CMF 18 Proponent
- ✓ Chief/Senior Instructor/OC
- ✓ Chief/Senior SMU OTC Instructor

Note: On very rare occasions a highly qualified MSG may be selected above his peers to fill a key position prior to completion of 24 months of successful Team Sergeant time. In such an instance, filling this key position immediately was of such importance to the unit's mission as to warrant departure from the established career model. It is imperative the soldier's NCOER reflect this selection as mission critical.

Typical Career Pattern

TRAINING--Institutional/NCOES/ Advanced Skills	TIS	GRADE	MOS	DUTY POSITION
	22	CSM	00Z	**SL5** **SF CO/SMU Troop SGM** **SFODA/SMU Team Sergeant** Staff Opns (ODB-Theater) USAJFKSWCS / SMU OTC Chief/Senior Instructor, USAJFKSWCS Cadre Team SGT, JRTC/CTC Chief/Senior O/C, CA BN OPS SGT, ROTC Advsior, CMF18 Branch Manager, CMF18 Proponent
SGM Course	20	SGM	18Z	
1SG Course	18		18Z	
	16	MSG		
ANCOC Advanced Skill Special Forces	12	SFC	18F, 18B, 18C, 18D, 18E	**SL4** **SFODA/SMU Senior Position** Staff Opns (ODB-MACOM) USAJFKSWCS / SMU OTC Instructor, JRTC/CTC O/C, CA, Drill, Recruiter
Intel SGT's Course (SFISC) Jumpmaster Advanced Skill		SGT*-SSG	18B, 18C 18D, 18E	**SL3** **SFODA/SMU Junior Position** SF SIG Det (18E)
Special Forces Qualification Course (SFQC)	7	SGT-SSG	I/S--All IAP-11B	Average Special Forces Candidate is recruited from Combat Arms (55% overall--23% MOS 11B) with another 45% from CS/CSS...completes SFAS with 5 YIS, returns 6-12 months later to the SFQC and completes the SFQC with 7 YIS. 18X Recruits enter the Army as a PFC and graduate the SFQC as a SGT with an avg 2 years TIS. SFQC includes Language and SERE training. (required for award of CMF18 MOS)
PLDC/BNCOC	6			
Airborne	6			
Special Forces Assessment and Selection (SFAS)	5	SPC-SSG		

OSUT/ABN (18X only) enter pipeline as IET soldiers (PFC) and complete SFQC w/in 22-24 months TIS.

*18X recruits graduate the SFQC as a SGT/E-5 and will serve on an SFODA in a skill level 3 position.

Military Education

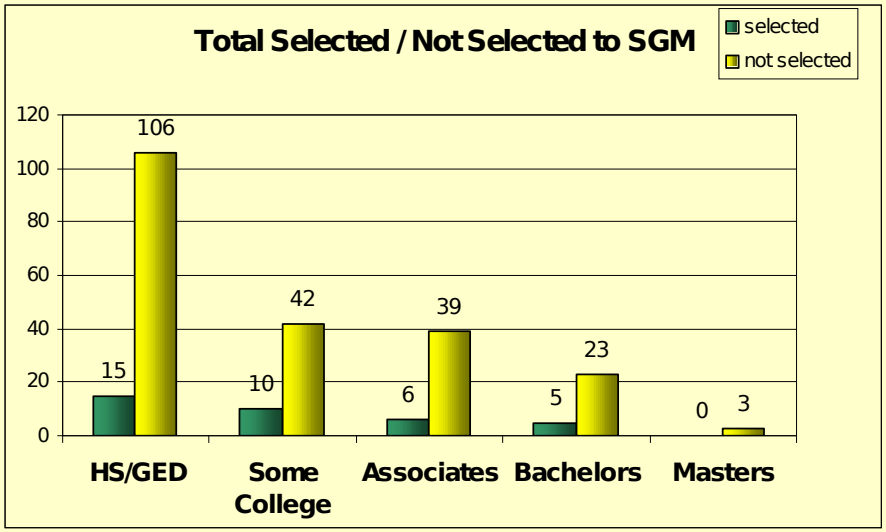
Basic, Career Enhancing, Special Skills, and NCOES

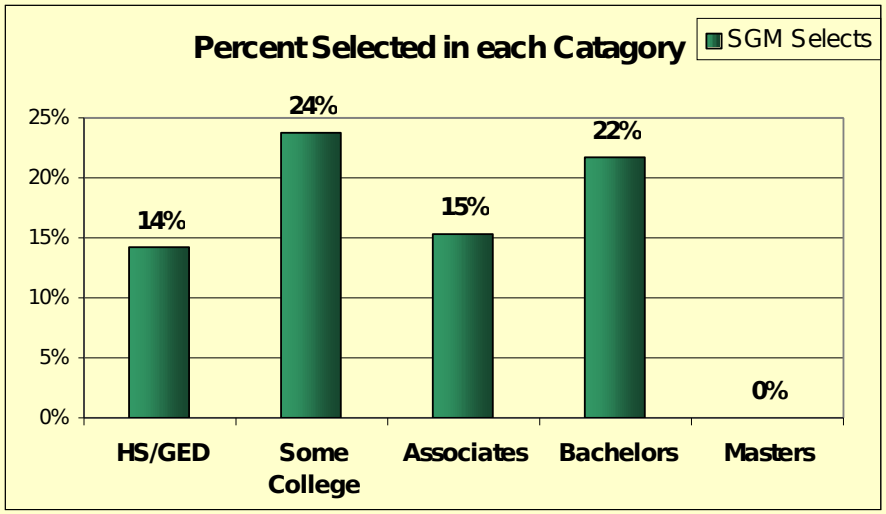
MSGs may be selected for USASMA with as little as 12 months TIG cutting short their time as a Team Sergeant. These individuals should be looked at as some of the very best since their records supported sending them to advanced schooling ahead of their peers. These records must be carefully screened to ensure a soldier is given proper credit for not having the opportunity to serve as a Team Sergeant as long at some of their peers.
Favorable consideration should be given to those individuals who have completed functional courses, such as:

- ✓ U.S. Army Sergeants' Major Academy (USASMA)
- ✓ Ranger School
- ✓ Advanced Special Operations Techniques (ASOT).
- ✓ Military Free Fall (MFF)
- ✓ Combat Diver
- ✓ Special Operations Target Interdiction Course (SOTIC)
- ✓ Special Forces Advanced Reconnaissance and Target Analysis and Exploitation Techniques Course (SFARTAETC)
- ✓ USASOC Mountain Course
- ✓ SMU Operator's Training Course (OTC)
- ✓ SMU Core Training Qualification Course (CTQC)
- ✓ Specialized Civilian Training Courses

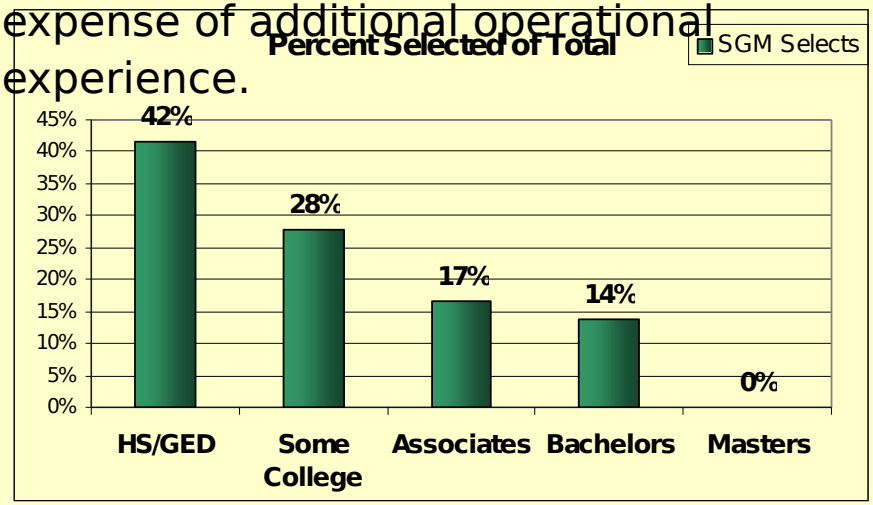
Civilian Education

Any civilian education attained ***while*** in SF shows an **EXCEPTIONAL** degree of motivation.





CY03 SGM Board Data (Primary Zone Summary) shows nearly 1/2 of those considered had **NO** college, but numerically represent the greatest number of selects. As a population, those w/ 1-2 yrs college had a greater overall chance of being selected. Analysis: Up to 2 years of college is a reasonable endeavor even in SF…More time, however, spent pursuing a higher education was likely done at the expense of additional operational experience.



SPECIAL MOS CONSIDERATIONS

Special Forces Senior NCOs should:

✓ avoid extended or consecutive assignments (in excess of 48 months) outside the Operational Group or SMU. See Note.

✓ complete Static Line Jumpmaster Course

✓ strive to complete *(not required)* one or more advanced skills courses such as MFF, UWO, SOTIC, Ranger, SFARTAETC, ASOT, etc.

✓ continue refining language & cultural skills and regional expertise

✓ seek out leadership positions

✓ maintain a high degree of physical fitness

✓ pursue civilian education as the unit's operational commitments permit

✓ cross-train into as many CMF MOSes as possible

Note: Civil Affairs. Although a special assignment outside the SF Group, assignment to the 96th Civil Affairs should currently be viewed as an operational tour on par with service in an Operational Group or SMU.

SPECIAL MOS CONSIDERATIONS

Language Qualification/Sustainment

- **Requirements.** Special Forces is "language-required" for initial award of CMF18 MOS. Regarding SF career progression, assignments, and utilization management, foreign language proficiency becomes "MOS-enhancing".

- **Language Categories.** When evaluating a soldier's language skills it is critical to take into account the category, and hence the relative degree of difficulty of the language in which the soldier is trained. Special Forces trains soldiers in a Category I-IV language. It goes without explanation to state it less difficult to sustain skills in a Cat I language (i.e. Spanish) vice Cat IV (i.e. Arabic). *See next slide for a complete listing of foreign language codes.*

- **Language Sustainment / Open Force.** Completion of Special Operations Language Training (SOLT) is now required for initial award of CMF18 MOS (Chapter 10, DA Pam 611-21) and is included as Phase V of the SFQC. However, there are soldiers, particularly MSGs competing for SGM, that will not have attended any formal language training during their career. Although foreign language capability should be viewed favorably, the absence of such capability should not be held to reflect negatively on the soldier.

- **Language Sustainment / DASR**. Based on a unique mission requirement, CMF 18 soldiers assigned to a Special Mission Unit are not generally required to maintain language skills. Therefore, use the criteria above when evaluating foreign language capability of soldiers in the DASR.

AR 611-6 Extract
Army Linguist Management

Category I	Category III	Laotian/Lao (LC)	Turkish (TU)	Category IV
Afrikaans (AA)	Albanian (AB)	Latvian (LE)	Turkmen/Turkoman (UB)	Arabic (AZ)
Danish (DA)	Amharic (AC)	Lingala/Ngala (LJ)	Uighur (UJ)	Algerian (AM)
Dutch (DU)	Armenian (AR)	Lithuanian (LT)	Ukrainian (UK)	Egyptian (AE)
French (FR)	Azerbaijani/Azeri (AX)	Macedonian (MA)	Urdu (UR)	Gulf
Haitian-Creole (HC)	Bashkir (BP)	Malagasy (MG)	Uzbek (UX)	Iraqi (DG)
Italian (JT)	Basque (BQ)	Maranao (LY)	Vietnamese (VN)	Libyan (AL)
Sardinian (JK)	Belorussian/Byelorussian (BL)	Miskito (NM)	Central (VC)	Modern Standard (AD)
Neapolitan (JM)	Bemba (BM)	Mongolian (MV)	Hanoi (VN)	Moroccan (BS)
Sicilian (JS)	Bengali/Bangla (BN)	Nepali/Nepalese (NE)	Saigon (VS)	Saudi (AN)
Norwegian (NR)	Bikol/Bicol/Vicol (CG)	Nyanja/Chinyanja (NY)	Visayan (VY)	Sudanese (AV)
Portuguese (PY)	Bulgarian (BU)	Ossetic (QS)	Cebuano (VB)	Syrian (AP)
Brazilian (PQ)	Burmese (BY)	Pampangan (QV)	Hiligaynon (VH)	Tunisian (BW)
European (PT)	Cambodian/Khmer (CA)	Polish (PL)	WA (WV)	Yemeni-Adeni (AU)
Spanish (QB)	Czech (CX)	Punjabi (PJ)	Xhosa (WH)	Chinese (CZ)
American (LA)	Dari/Persian-Afghan/	Pushtu/Pashto (PU)	Yoruba (YQ)	Cantonese (CC)
Caribbean (QC)	Persian-Dari (PG)	Rade/Rhade (RH)	Zulu (XU)	Cha'o Chou/Swatow (YE)
Castilian (SR)	Divehi/Maldivian (DV)	Russian (RU)		Fuchow/North Min (CQ)
Creole (SS)	Estonian (ES)	Serbo-Croatian (SC)		Fukienese/Min (CF)
Swedish (SY)	Farsi/Persian-Farsi (PF)	Shan (SF)		Hakka (CH)
Taki-Taki (TG)	Finnish (FJ)	Shona (SH)		Mandarin-Yunnanese (CM)
	Georgian (GG)	Singhalese/Sinhalese (SJ)		South Min (CD)
Category II	Greek (GR)	Slovak (SK)		Wu (CS)
German (GM)	Hausa (HS)	Slovenian (SL)		Japanese (JA)
Indonesian (JN)	Hebrew (HE)	Somali (SM)		Korean (KP)
Malay (ML)	Hindi (HJ)	Swahili (SW)		
Romanian/Rumanian (RQ)	Hungarian (HU)	Taik/Tadjik/Tadzhik (TB)		
(includes Moldavian)	Ilocan (JL)	Tagalog/Filipino/Pilipino (TA)		
	Kachin (KH)	Tamil (TC)		
	Karen (KC)	Tatar (TM)		
	Kazakh (KE)	Telegu/Telugu (TE)		
	Kinyarwanda (KL)	Thai (TH)		
	Kirghiz/Kirgiz (KM)	Tibetan (TJ)		
	Kurdish (KU)	Tigrinya (TL)		
	Lahu (LM)			

Special Operations Proponency Office

CSM GUIDANCE

- Careers should reflect the Special Forces Professional Development Model.

- **Highly qualified soldiers will have successfully served no less than 24 months as an SF Company/SMU Troop Sergeant Major.**

- In addition to Company/SMU Troop SGM time, significant leadership opportunities are available; consideration should be given for exceptional performance in the following positions:

✓ SGM currently serving / successfully served as BN CSM
✓ Operations SGM at the SF Battalion and higher
✓ USAJFKSWCS NCOA Assistant Commandant
✓ USAJFKSWCS Company SGM: Key West (UWO) & Yuma (MFF)

- **NCOERs should reflect the following:**

✓ Consistent and quantified excellence ratings.
✓ Consistent Among the Best ratings as a MSG and SGM.
✓ Consistent 1/1 ratings by senior rater as a MSG and SGM.
✓ Consistent recommendations for positions of increased responsibility at the Battalion and higher levels.

Special Forces NCO (CMF 18) Professional Development Model

Rank:	PFC - SGT	SSG	SFC	MSG/1SG	SGM/CSM
Institutional Pillar	PLDC BNCOC 11B OSUT (18X), Airborne, SOPC, SFAS, SFQC, Language, SERE		ANCOC	SGM ACADEMY	
Operational Pillar	 Volunteer for Special Forces	SFODA / SMU 18B3O 18C3O 18D3O 18E3O Volunteer for Special Mission Units	SFODB / C Civil Affairs 18B4O 18C4O 18D4O 18E4O 18F4O	SFODA Team Sergeant SMU Team Sergeant SFODB Operations Sergeant Staff (Bn to Theatre) First Sergeant SMU OTC Instructor USAJFKSWCS Senior Instructor JRTC/CTC Senior O/C Military Science Instructor (ROTC) RC Advisor CMF18 Branch/Proponent Manager	18Z SFODB SGM SFODC Operations SGM SMUTroop/Squadron SGM TDA (SWC, JRTC, ROTC) 00Z Bn CSM: USASFC, SWC, 96th CA, SOSCOM Group CSM: USASFC, SWC, JSOC, USASOC
Special Assignments		Drill Sergeant Recruiter	USAJFKSWC/SMU Instructor Staff (ODB-Theatre) JRTC/CTC OC		00Z NCOA CSM
Institutional and Special Skills	Ranger, Military Free Fall, Underwater Operations (SCUBA), Special Operations Target Interdiction Course (Sniper), USASOC Mountain Course, Static Line Jumpmaster, SMU Operator's Training Course(OTC), Defense Language Institute SF Intel Sergeant Course, MFF Jumpmaster, SFARTAETC, Advanced Special Operations Techniques (ASOT), Combat Diving Supervisor, Dive Medical Technician				
Recommended Time in War Fighter Assignments		48 (+) months SFODA/SMU at Junior and/or Senior Positions		24 Months Minimum SFODA / SMU Senior (Team) Sergeant	24 Months Minimum SF Company / SMU Troop SGM

Promotion Potential Indicators

Consider the following criteria to identify the **best qualified** CMF18 NCOs for promotion to SGM:

NCOERS

✓Strong pattern of quantifiable excellence ratings on NCOERs particularly in "Competence" and
"Leadership" sections of Part IV

✓ Consistently scores 280 or above on the APFT

✓ All / Strong pattern of "Among the Best" ratings by rater

✓ All / Strong pattern of 1 ratings by Senior Rater for performance

✓ All / Strong pattern of 1 ratings by Senior Rater for potential

✓ Consistent recommendations for positions of increased responsibility

Assignments

✓ **Minimum of 24 months as an SFODA/SMU Team Sergeant**

✓ Currently serving/successfully served in a SGM position

✓ Four or more years of exceptional / strong service in war fighter assignment (SFODA/SMU)

✓ Exceptional / strong service at echelons above/outside the SFODA/SMU (i.e.1SG, SFODB Opns Sergeant)

✓ Majority of Special Forces Career is in war fighter assignments (SFODA/SMU Team) or within an Operational Group or Squadron

Training and Education

✓ Attending (or graduate) of Sergeants Major Academy

✓ Consistently exceeds the USASOC Foreign Language Proficiency Standard of 0+/0+ on the DLPT

Point of Contact

CDR, USAJFKSWCS
Special Operations Proponency Office
SF Division
CMF 18 Proponent
MSG Larry P. Deel, @ DSN 239-7594, Commercial (910) 432-XXXX,
or E-mail deell@soc.mil.